



# SEEDS4SUCCESS

YOUNG PEOPLE EARNING THE CREDIT



## ANNUAL REPORT

2023

2024

SEEDS4SUCCESS  
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REGISTERED CHARITABLE

ORGANISATION (CIO)

NO. 1193737

# FOREWORD

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As we report on another successful year at Seeds4Success it is important to reflect on our achievements, acknowledge the challenges we have faced and be thankful for the significant level of support and kindness shown by so many people in the local community.

This year, we have seen increasing numbers of young people accessing our open access delivery on entering year 7, something that we attribute to having built positive relationships with many of these young people, working with them since they were in year 4 and we first began running the FUEL programme. This increase in attendance is a huge positive as the impact of prolonged periods of time in isolation on young people is still evident, and them choosing to engage with organised group activities outside the home, enhances their social interactions.

Another area where we have seen increasing need is in young people who are not engaged in formal education, employment or training. Demand for spaces at SKILD has increased, through referrals for alternative provision for young people with Education Health Care Plans (EHCPs) or who are facing permanent exclusions, as well as direct contact from parents where their child had dropped out of the formal system due to negative experiences. We have noticed the age of 'drop out' decreasing and we are being asked to pick up individuals at a much younger age. SKILD was initially set up to support young people aged 16 – 19 to gain Functional Skills qualifications and work experience, and we have lowered the age range to accommodate some of the additional need. However, we do not have the capacity to work with anyone below school year 9 on this project. Two full academic years into this project, we are now seeing the results, with young people engaged throughout this period achieving their Level 2 qualifications in Maths and English and going on to access apprenticeships.

The ongoing cost of living crisis is still impacting families living locally and many of those we work with. It has been great to be able to continue the Logs4Locals project, with so many young people helping out, and being able to provide free firewood to support those who need it. It has also been an honour to have been allocated funding from the Energy, Food and Community Support Fund and being asked to distribute this by means of hardship grants to families most in need.

The biggest challenge of the year has been staffing, and I am so grateful to our entire team of staff, volunteers, peer and young leaders and trustees, who have gone above and beyond to cover and help out, during periods of significant absence due to serious illnesses and ongoing staff vacancies.

The support shown for Seeds4Success by the local community continues to drive our team forward. The increased level of financial support from within South West Wiltshire and the positive comments about the charity motivate us. The young people themselves, what they put in and what they get out of the charity is added inspiration for our work. The opportunity to discuss the impact the charity has on them through our review, evaluation and planning weekend provides reassurances that we are meeting local needs and making a difference to individuals, families and the wider community.

I am privileged to work in such a kind and generous community, who recognise the value of their young people and who invest in youth work. There may be a few challenges along the way, but this really is the best job ever. From supportive trustees, to dedicated staff and volunteers, the sense of ownership felt from the wider community and the incredibly awesome young people who contribute and achieve so much, this really is a wonderful charity, and I am proud to be a part of it.

*Jaki Farrell, Charity Director*

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# INTRODUCTION

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Seeds4Success (S4S) is a youth work charity based in Mere, providing co-ordinated developmental youth work opportunities and targeted 1:1 support to young people across South West Wiltshire. It remains the main provider of positive activities for young people living in the area, as well as a youth support service for those individuals who require targeted interventions. Being truly community based, Seeds4Success has a visible presence within the local area and, albeit a youth work organisation, many of its projects also have a positive impact on parents, carers and the wider community.

As statutory youth services and support for young people have reduced or disappeared over the past 10 years, Seeds4Success has grown and developed to fill gaps and respond to the changing local needs. The charity uses three key methods of youth work delivery: open access, targeted support and social action, delivering a broad range of development youth work opportunities, throughout the week across South West Wiltshire. Fully aware of how social isolation negatively impacts young people, and of how poor the rural transport networks are, S4S also provides transport to enable access to the majority of their projects.

Open access youth work projects ensure there are safe and welcoming spaces for young people to socialise with peers, try new activities and make contact with trusted adults. This enables them to access support and gain information about other opportunities offered by S4S or be signposted to targeted services when appropriate. Social action remains integral to S4S's youth work practice with young people engaged in a range of volunteering opportunities within the local community, for the benefit of others and the environment, whilst enhancing their own practical and social skills. Young people are empowered to be active and responsible citizens, they gain greater awareness of the wider community and are engaged in the growth and development of the charity.

In recent years, the demand for intensive support has grown significantly, so S4S has increased the level of targeted services available to some of the more vulnerable young people in South West Wiltshire. Initiatives that support young people with additional needs, those living in low income households, and individuals who have 'dropped out' of formal education, are not in employment or training or have not gained GCSE equivalent qualifications in Maths or English, now make up a significant amount of our youth work delivery.

With its broad range of initiatives which respond to the diverse needs of local young people, Seeds4Success has evolved into a wholistic community based youth service, embedded within South West Wiltshire. Having a physical presence in the local community and positive reputation for delivering impactful projects, S4S is well positioned to attract, identify and support young people who may otherwise have fallen through the net. Once young people have developed trusting relationships with the charity, they often go on to access a wide range of opportunities which improve their physical and mental wellbeing, increase their confidence, enable them to gain qualifications and enhance their employability.

## Our Mission

"Through inclusive engagement of young people in social action and a range of positive activities, our aim is to develop confident, healthy, skilful, valued, diverse and empowered members of our local community, providing targeted support to those facing additional barriers".

## Our Charitable Aims and Objects:

To act as a resource for young people aged 5 to 25 years living in Wiltshire and the surrounding counties by providing advice and assistance and organising programmes of physical, educational and other activities by means of:

- a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) relieving unemployment;
- d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;
- e) conserving and enhancing their natural environment.



# CHAIR'S REPORT

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This has been yet another fantastically busy and successful year. However, this has not been an easy one, there have been several challenges that we have had to deal with as an organisation from increased running costs to reduced staff availability. As ever, the team pulled together, worked collegiately and demonstrated their resolve. Our dedication to offer free transport to and from many of our sessions means we are able to reach those who would otherwise not be able to engage with us; however, this adds significant logistical challenges, especially with limited staff who are able to drive a minibus. Next year, we are hoping to be able to purchase a people carrier which we hope will significantly improve our transport options with more drivers and vehicles available. It is also likely to help reduce some of our running costs, of which transport is a significant factor.

As ever, our amazing staff, volunteers, and supporters have risen to the challenges admirably with great dedication. Their commitment to Seeds4Success, our work, the local community, and the young people we serve has remained absolute, and I cannot thank you all enough for this – thank you!

This year also saw us realise a long-time ambition; we employed our first apprentice! This is an area I hope we can continue to develop, to give further paid work and training opportunities to young people in our community and greatly improve their future employability.

None of what we do would be possible without the wonderful people and organisations who support us through grants, donations, fundraising, and joint working. My heartfelt thanks to you all for being so generous, so that we can continue to provide and develop the support we give to the young people of our community. We genuinely could not do any of our work without you – you are at the foundation of our work, our soil, from which Seeds4Success can grow. It is always humbling and warming to see how many of these are from within the local community, demonstrating how truly embedded we are and the real connection the charity has with you and the value you place on it.

This is, of course, testament to the way that Jaki and the team engage with, empower and trust the young people. We are not a top-down organisation. We are one that is built on, and with, the passion of the local young people, for the benefit of themselves, their peers, and the wider community. I cannot express my thanks enough to all our amazing, young people, dedicated staff and volunteers who give their time and expertise, often going above and beyond.

A couple of Trustees and I joined Jaki and some of our young people on a residential in February where we worked together to review our Theory of Change and considered our current and future offering. As I always am, I was so impressed with the insightful contributions from all and their dedication to give up their precious free time to meaningfully contribute to the charity. It was also lovely to hear directly from our young people how much they value the work of the charity, and the impact it has on them.

In March, we said goodbye to two Trustees, Jon and Bear. I would like to thank them for all they have done for S4S over the years, especially Jon who was previously Chair of Trustees.

I can't wait to see what next year brings – exciting times ahead!

*Ben Williams, Chair of Trustees*

# OUR ACTIVITIES & ACHIEVEMENTS

## Summary

This has been another great year of growth and development, with increased numbers of young people accessing our diverse range of youth work provision. Whilst many of our tried and tested projects remain unchanged, we have adapted others to respond to the evolving needs and wants of young people, equipping them with the social and practical skills to face challenges and embrace the opportunities they encounter.

We have **engaged 280 children** and **young people** in a range of **developmental youth work opportunities** through mainly face to face contact; with remote support offered where individuals have stated this would be more accessible to them. Our dedicated team of staff and volunteers have delivered **513 sessions** of group **youth work activity** recording a total of **5884 attendances**. Recognising that some young people, especially those facing additional barriers to participation, require individual support, we have also provided **113 hours** of **1:1, keyword or mentoring support** to **17 individuals**. Through our **targeted support programmes**, **5 young people** have been empowered to move into **Employment**, with a further **7 reengaging in education or training** either with us, school or college.

**35 young people** have taken on roles of **responsibility** within the charity as either **peer leaders** supporting staff with the planning and delivery of junior youth work opportunities or by **engaging** with **consultation activities** and providing valuable input into the **review** and **development** of **Seeds4Success** or other **local services for young people** (some young people have multiple roles). The charity's board continues to have **2 young trustees**, who were previous beneficiaries of the charity. **26 young people** have achieved a total of **43 awards** or **qualifications** through participation with S4S.

Young people, their families, local individuals and the wider community have continued to support us with fundraising activities and increasingly through making private donations. **Young people** themselves have **raised** a total of **£860** through the sale of wooden items, supporting with events and activities and through sponsorship. Our growing team of **'Friends of Seeds4Success'** have continued to support us with regular donations adding **£2,543** to our unrestricted reserves.

**"My family and I moved to the area in the summer of 2023. Our middle son, Z (then 13 years old) has been diagnosed with ASD, ADHD and GDL so the move was very daunting for him. The very first day we moved here we were given Jaki's phone number and Z was invited to youth club. We was so relieved to feel so welcomed. Since that day Z has joined in with everything Seeds4Success has offered him, from days doing work in the local area to wonderful rewards he has earned with his hard work. Z's confidence has risen, he is comfortable in the area, has made some amazing friends that also helped him settle into the school and in turn has made him confident enough to join Shaffesbury football club.**

**If he didn't have Seeds4Success, there wouldn't be anything for Z to do living where we live, and with his conditions he would end up being very unsociable and would struggle to make many friends at school. Seeds4Success has also helped us greatly with some food vouchers which in the hard months around the holidays makes it one less worry for us. We appreciate the team for all they have done to help Z"**



## SEEDS4SUCCESS JOURNEYS

“When I started at Seeds4Success I was really quiet and I did not like talking to people but the more projects I did the easier that became and I made some good friends. Through attending the SKILD project I have now gained functional skills level 2 in Maths and English and I was also able to gain qualifications in safe use of strimmers and chainsaws. This has helped me get an apprenticeship with Seeds4Success. I am employed as a property and grounds maintenance apprentice and attend college once a week. I have been able to learn new skills in tiling, bricklaying, electrical and plastering and improve my woodwork and carpentry skills”

“I first started volunteering for Seeds4Success in year 9. I became a young leader and originally I would help on Wednesdays. Before I joined Seeds4Success I really struggled with my confidence so being in a position where I would have to talk to bigger groups of children helped to boost my confidence levels and I became less scared of public speaking. I took part in other activities such as Monday Nights, Leisure Credits, Friday Nights and FUEL. Eventually I made friends, and this gave me something to do on the days when I would usually do nothing. Participating in Leisure Credits gave us the opportunity to do fun activities such as going to theme parks (which were my favourite), which is something I would normally not be able to do. In year 11 I did LYAS which was really out of my comfort zone as it involved activities which I found challenging but the team I was with were extremely supportive and I was able to overcome several fears. I was also able to do activities that I have never done before such as bouldering. Helping with FUEL in the summer is a big part for me as it made me realise that I enjoy working with children and as a result I've been looking at teaching degrees to study at university”

“When I first started at the youth centre, I felt like I could not control my anger, and I felt like people did not understand me. I started at Bridging Project, and I was able to get out of the house and meet new people. This helped me with dealing with my anxiety in a safe place. Once I was comfortable, I started doing a Monday Night. This continued to help me get rid of my anger in a positive way and help with my physical and mental health.

When I first started leisure credits, I was nervous but once I got used to the group of people I felt happy to be myself. Leisure credits made me feel part of a team and made me feel like I was making a positive impact. Overall youth club has helped me in many ways and without it I don't know if I would be where I am today”



## Open Access Youth Work

Open access youth work is key in providing positive, diversionary activities for young people, safe spaces for them to meet their peers and enabling them to build meaningful relationships with trusted adults. These projects are often our first point of contact with a young person and the relaxed, 'drop-in' approach to these sessions make them attractive and accessible to those young people who don't want to be a 'member' of an organised group. With sessions running in the 3 main towns in South West Wiltshire and transport provided from a number of outlying villages, we are able to reach a significant number of local young people.

Open access sessions were the last to resume after the restrictions imposed through Covid and they have been the slowest to recover with regards to attendance levels, however this year we have seen an increase in participant numbers across all projects. The provision of junior youth work opportunities introduces young people to the charity and what it has to offer before they reach secondary school age. This helps us to begin to build positive relationships and identify any individuals who may benefit from additional support or targeted services.

The aim of open access youth work is to enable young people to grow and develop socially and personally, gaining new skills and confidence, providing time and a safe space to discuss specific needs and issues with their peers, and experienced and trusted staff. These sessions are free to access, and young people can participate in a range of games and activities or just hang out with friends. Young people tell us that having a youth centre in the local community is important to them, they identify it as a space where they can access support and know there will always be a friendly face to greet them.

- **240 individual young people recording 3180 attendances at 'open access' sessions**
- **355 hours of open access youth work opportunities provided**
- **54% of young people aged 12-18 attending open access sessions benefit from multiple projects and opportunities through S4S**
- **96% of July year 6 leavers who were engaged in our monthly junior youth club sessions in Mere have participated in open access youth work sessions when moving into year 7**

**"Sometimes I was nervous, but my parents tell me it's a good place to go! I feel happy that everyone has helped me with setting up my Hoover business and the youth workers have helped me a lot like getting my PAT testing certification and giving me advice. They don't mind me talking about Henry Hoovers!"**

## Health & Wellbeing Project

Our **weekly Health and Wellbeing sessions** at the **Nadder Centre in Tisbury**, have remained popular throughout the year with young people being able to access **a range of social sports and physical activities**. Team games such as **basketball, netball, football, hockey, dodgeball** and **cricket**, along with racquet sports, have made up the **monthly programme in the sports hall**. We have continued to provide **coached trampolining sessions once a month** and **fortnightly art therapy sessions** which have proved to be very popular. **Weekly access to the fitness suite** is also a huge attraction for young people and during the summer months we were able to arrange **3 sessions** at the **outdoor pool**, where young people were able to **improve** their **swimming skills** and **confidence**. We have regularly been able to offer transport **from** both the **Wilton and Mere Community Areas**, enabling young people living in a range of rural locations across South West Wiltshire to engage in a range of activities to **enhance their social and emotional wellbeing**.



- 44 physical activity sessions delivered
- 106 different young people accessing sessions to enhance their physical and emotional wellbeing
- 63 young people benefitting from transport provided by S4S to enable access to our weekly health and wellbeing sessions in Tisbury

“These sessions have been an important part of my week as being in year 11, this has been a welcome break from my revision”

- 23 young people completing a gym induction
- 34 young people engaged in art therapy sessions
- 41 young people gaining new skills through coached trampolining sessions

“I am a sporty person, but I don't have the opportunity to do sports out of school. The Monday night session gives me the opportunity to play sports or go to the gym every week”

**40% young people** attending our health and wellbeing sessions **engaged in weekly physical activity sessions for a sustained period of at least 3 months**



## Wilton Youth Club

We have continued to deliver **weekly junior youth club sessions** in **Wilton**, targeted at **young people** in school **years 6-9**. This is a strategic decision taken to reach young people whilst they are still attending local primary schools, before they head off further afield to a range of secondary schools in the larger Wiltshire towns and cities. This year we have welcomed some new members from Wilton Primary School, which has added a different peer group, with varying needs and interests.

Our Wilton base is the **WMSET Centre** which is a fairly small venue, however, we are grateful for having an indoor space. The Wilton Middle School Education Trust (WMSET) committee have purchased **new cooking facilities** this year, **enhancing our youth work programme**. Young people have also enjoyed listening to music, singing dancing and creating TikToks as well as engaging in various practical and creative activities.

When daylight and weather are good, we go off-site and make use of the **recreation facilities**, including the **outdoor gym**, at **Castle Meadow**. Some evenings, we have **organised trips** including the **outdoor swimming pool in Tisbury**, an **outdoor cooking workshop** in the Chalke Valley (through the Edible Ebble element of Chalke and Chase Landscape Partnership Project) and a visit to the Salisbury Christmas lights.



" I like youth club because I have gotten more confident when being in a place with more people and I have become more confident because I can walk to youth club when the weather is nice (summertime). I feel more grown up"

Staffing has continued to be a challenge for us in Wilton, however we are fortunate that we have had some **experienced peer leaders** to **help with some sessions** and our team of assistant youth workers have been willing to help the Charity Director to ensure we could continue to keep these sessions running.

The provision of **transport from Wilton** to **access our weekly health and wellbeing session** in Tisbury has **enhanced the open access youth work offer** to young people living in the Wilton Community Area.

- 31 young people aged 10 – 14 engaged in open access junior drop-in sessions in Wilton
- 3 peer leaders aged 14-17 providing support at these sessions committing 64 hours of volunteering time
- 46 sessions of junior youth work sessions delivered with a total of 407 attendances



## Mere Open Access Drop-In

The **Friday night 'Drop-in'** sessions at **Mere Youth Centre** continue to be popular with young people and, as the next peer group reach year 7, they are keen to come along, leading to increased attendances, particularly in the junior sessions. Where possible we have delivered two sessions: one for young people in school years 7-9, with some **older young people helping out as peer leaders**; the second later session for those in year 9 and above. We know through consultation with young people that they want to socialise with their friends, many of whom live in different villages or towns. By, **providing transport** from across the Mere and Tisbury community areas **rurally isolated young people** are **enabled to access positive leisure time activities**. During the summer months, the traffic on the A303 makes this a challenge so we run joint sessions for the entire age group. This provides the staff team with an opportunity to take a walk around Mere, **making contact with young people who are not coming to the youth centre**. Lighter evenings and good weather also enables young people to utilise the outdoor spaces such as the recreation ground, skate park and multi-use games area.



"It gives me a safe place to hang out with my friends and be out of the house and away from my siblings"



**Young people tell us they value** having a **safe space to meet their peers**, with **trusted adults to talk to** and, this provides them with **something positive to do on a Friday evening**. The **'drop-in'** nature of the sessions means that **some young people** simply come in for a **quick game of pool or darts** or to **make contact with the youth workers** and update them on what's going on in their lives. Other **young people** are keen to engage in more structured activities, such as **utilising the cooking facilities**, to create various **baked items to share with their peers**. There is always a range of **arts and crafts activities** available, and the **musical instruments** are also well used and very popular.

- 21 junior and 21 senior 'drop-in' sessions delivered at Mere Youth Centre, with an additional 28 joint sessions provided when it was not possible to split the groups
- 5 peer leaders supporting with the delivery of the junior drop-in sessions, providing a total of 37.5 volunteer hours in support of these sessions
- 127 different young people aged 11-19 benefitting from access 'drop-in' sessions
- 64% of young people attending Friday night 'Drop-in' sessions in Mere have engaged with other developmental opportunities offered by the charity



## Quiet Space – Homework support

Our quiet space sessions were sadly impacted by staff illness and with no additional capacity within the team to cover them, we were unable to run many during the summer term of 2023.

- 2 young people benefitting from quiet space sessions with access to computers, Wi-Fi and learning support
- 5 sessions delivered with 8 attendances.

## ‘Workshop’ Night

Our ‘workshop’ sessions run on the 1<sup>st</sup> and 3<sup>rd</sup> Thursdays of the month and these sessions provide **young people** with the opportunity to **develop a range of practical skills**. Activities have ranged from **mechanics**, in particular the challenging maintenance of the ride on mowers at Zeals Green Pastures (ZGP), **grass cutting**, the **development of a community garden at ZGP**, **tiling** in the kitchen of the pavilion at ZGP, **general grounds maintenance** and the **refurbishment of a bird table and trolley** for an elderly resident. The group sizes for these sessions tend to be small, with **a high number of young people with additional needs** enjoying this project. Another **key skill development** area at these sessions is **woodwork**, and young people are actively involved in **making a range of items** such as bird boxes, hedgehog houses and bug hotels, which are subsequently **sold at community events**.

Through engagement in these sessions, young people are **developing skills for independence and work**, helping to **raise funds** for and generally **helping the charity**.

- 22 young people, 9 of whom have additional needs, developing practical skills and group working through ‘workshop’ sessions
- 20 sessions of hands on creative and learning activities delivered with a total of 97 attendances



“I really enjoy project nights; I have been able to improve my woodwork skills, and I can now successfully cut in a straight lines and make things like hedgehog houses as well as get help for individual projects. I enjoy being able to make things to sell and put back into the charity especially when I get to paint!”

## Monthly Peer Led Juniors

Our **peer led junior youth club sessions** have been a main stay of our open access delivery for a long time. We have seen numerous **peer leaders** supporting this project, many of whom who were **once the junior beneficiaries of this great initiative**. These sessions would not run if they were not supported by our amazing team of **peer leaders who help with the planning and delivery of the monthly junior youth club**. The same young leaders help with our FUEL sessions, so we were unable to run a junior youth club in April as this was a day when they were committed delivering FUEL. Activities include sports and games, arts and crafts, cooking, team challenges, night walks, treasure hunts and quizzes. For many **local children** this is their **first experience of Seeds4Success**, so it is important that they **have fun and feel safe**. The younger children are able to **build positive relationships with both peer leaders and the staff members** who oversee the sessions.



“Going to juniors helped me get to know some of the peer leaders. This gave me the confidence to go to the sessions with older ones when I went into year 7”



“It’s been great to make friends with other people who were not at my primary school”

These sessions **target** children in school **years 5, 6 and 7** and run from Mere Youth Centre on the 2<sup>nd</sup> Wednesday of the month, with **transport provided** from **Tisbury** and a number of **outlying villages**. **Supporting with the transition to secondary school** is one of the main aims of these sessions, however, with **high levels of attendance** at the junior youth club, once the year 7’s have engaged with our other open access opportunities, we ask them to step away from the monthly sessions. In the summer term, we welcome year 4’s to the junior

- 11 monthly peer led junior youth club sessions delivered with 323 attendances across the year (The April 23 session was combined with FUEL so not included here)
- 67 different children aged 9 to 12 benefitting from a range of fun and developmental opportunities
- 13 peer leaders providing 97.5 volunteering hours in the direct delivery of junior youth work

## Targeted Projects

Demand for our targeted youth work projects continues to rise with many young people still facing additional challenges which affect their social and emotional wellbeing. There are insufficient services and resources available to meet these growing needs and thus young people feel more isolated and desperate. Sadly, the lack of early intervention and preventative services for young people, results in greater levels of stress on the limited intensive support and the emergency services.

The lack of co-ordinated formal support services for young people also means that there are increasing numbers falling through gaps and going unnoticed. More young people are finding 'formal education' a challenge, so they are dropping out to be 'home educated', without proper support or infrastructure. Those with an Education Health Care Plan (EHCP) are the fortunate ones as they have a right to alternative provision and additional support, however, even these individuals are not having their needs met due to lack of appropriate facilities and resources.

Post education, we know there are limited opportunities for young people, particularly for those who have found formal learning tough. Local apprenticeships are few and far between and transport networks to enable employment outside of home town or villages is simply inadequate. If young people chose to go to college, these are not local, so many face long, expensive bus journeys, which limits their free time, impacting their mental and physical health. Part-time employment opportunities are equally as scarce, meaning young people are less likely to have their own money and social independence, which can lead to low mood and feelings of isolation and helplessness.

Whilst we are doing the best we can to respond to these increasing needs for young people in South West Wiltshire, we are not reaching them all. We rely on referrals from partner agencies such as schools and the Special Educational Needs and Disabilities (SEND) team, although we do have direct contact from parents/carers through word of mouth. We often get asked if we can support young people from outside our priority area, however, our resources and capacity are limited, therefore, sometimes we have to say 'no'. This is hard, when we know there are young people out there who would benefit from our support and who are not receiving it from elsewhere.

We know that the impact of the social isolation created by the Covid pandemic will live with young people for a long time. They missed a significant amount of their formal learning, and the periods spent in lockdown made up a huge proportion of their lives thus far. We have noticed that more young people are socially anxious, many struggle in large groups, they find friendships and relationships hard, often lacking the emotional resilience to manage the bumps and challenges they face.

Furthermore, the impact of the cost-of-living crisis remains visible, not just in families who are eligible for benefits. We know of households with 2 working parents that cannot make ends meet. We were fortunate to receive funding from Wiltshire and Swindon Community Foundation, specifically to give out to households who really needed help. Working with the local foodbank and other partners, appropriate beneficiaries were identified, and all the allocated funding was distributed. Due to the local funding we receive, all our projects are free for young people to access. We are incredibly grateful for this, because we know making a charge would be a barrier to participation for many.

- **107 different young people benefitted from support offered through targeted youth work programmes and 1-to-1 keywork**
- **233 sessions of targeted youth work opportunities delivered**
- **113 hours of 1 to 1, keywork or mentoring support provided to young people**



## SKILD – Skill Development Programme

There are 2 key elements to the SKILD programme; **personal and social development opportunities** which include **practical work experience** based projects such as **gardening, cutting logs, woodwork, strimming, path maintenance** and **cooking**; and more **formal learning** focusing on the development of **functional Maths and English skills**. This project was initially established in **response to requests from local young people** who were not in education, employment and training (**NEET**) and who wanted support to **gain skills for work** and **improve their numeracy and literacy**.

Evolving over the past few years, SKILD now benefits **a wide range of young people aged 14-21**, including those who have **dropped out of formal education**, mainly due to negative experiences, poor mental health and their needs not being met, or those who have **left year 11 or 12 without Maths and English Qualifications**. We are **registered** with Wiltshire Council as a **provider of Alternative Provision (AP)**, meaning we are also able to **support individuals with Education Health Care Plans (EHCP)**. In some cases we are just a short term education provider until a more appropriate formal learning placement has been secured, for others we are the longer term solution. We are a **registered Pearson's Exam Centre for Level 1 and 2 qualifications in English and Maths**. We work closely with **the Rendezvous**, a youth project in Sherborne, where we are able to take young people to sit **exams at entry level** as needed.



Over the past year our SKILD group have been engaged in a range of **practical volunteering projects** that have a **wider community benefit**; they have supported the ongoing development of a **community garden at Zeals Green Pastures**, they have assisted with the **chopping and bagging of wood** for our **Logs4Locals** project, they have **developed skills in outdoor working** such as **hedgelaying** and **brushcutting** through the Chalke and Chase Landscape Partnership Project (C&CLLP) and have helped **resurface a footpath** with the Wiltshire Council Rights of Way Team. There have been opportunities to engage with **poetry** and **creative writing** workshops through the C&CLLP as well as an ongoing support with improving their **functional numeracy and literacy skills**.



Recognising that the majority of **young people** accessing these sessions **require additional support** around various issues affecting their lives, we have continued to **provide the space for 1 to 1 support** to those who need it. This is also available to other **young people aged 16 – 19 (up to 25 if they have learning needs)** outside of the SKILD sessions if required. During the year, **through keywork, young people** have been **supported to access housing, apply for Personal Independence Payments (PIP) and Job Seekers Allowance (JSA)**, have received **support around their mental health and wellbeing, writing CV's and applying for jobs, accessing college** and general **1 to 1 support with learning**. For many of these young people **we are significant professionals in their lives** and therefore we are asked to attend EHCP reviews, Personal Education Plan (PEP) meetings as well as Child in Need (CiN) meetings, if these arise.



- 58 hours of 1-to-1 support provided to 16 young people NEET or at risk of becoming NEET
- 88% of supported individuals accessing group work opportunities
- 3 young people supported to gain work experience opportunities with local employers
- 5 young people support to gain full or part time employment
- 2 adult volunteers regularly supporting the delivery of this project, sharing practical skills and teaching numeracy
- 2 young people gaining LANTRA Brushcutter Operators certificates

“The Seeds4Success functional skills English session really helped me, I developed confidence, made friends and even passed! It’s amazing a ‘small’ place like Mere has such amazing facilities. It’s definitely helped me for the better, its opened lots of doors that otherwise would have been closed, it truly is fantastic”

### A SKILD case study:

Y came to us at the start of the equivalent of year 9, at the age of 13, and is currently in the equivalent of year 11, so her 3rd academic year with us. She came from a household with significant financial and social issues and had dropped out of school after moving around quite a bit. Y's confidence was very low on first coming to us, and she hardly spoke to anyone. Over time, we were able to build a trusting relationship with Y, with her starting to show us her (very talented) artwork and producing some in the sessions. Y attended regularly taking part in both maths and English, and also the skills sessions of cooking and conservation work. Gradually she became more confident and able to talk to members of staff and other young people in the group. She also became more aware of herself in terms of developing her own unique style, being able to form her own opinions and not be worried to voice these as well as feeling able to talk about her heritage, being half Hungarian. Y was also able to acknowledge her own sexuality and start to feel comfortable and secure with her feelings.

This year, Y took her exams in *Level 1 maths and English, passing both easily. Outside of these, she was studying 3 GCSEs at home.* Y continued to grow in confidence and awareness in a quiet but assertive way. She is due to take her Level 2 maths and English this summer as well as her 3 GCSEs and has been accepted to study childcare at college. Y's journey has been a positive one with a lot of movement, both academically, as well as socially and emotionally.



- 24 different young people engaged in the SKILD programme
- 30 practical skill development sessions delivered benefitting 20 different young people
- 95 half day sessions of Functional Skills Maths and English delivered benefitting 23 different young people
- 6 young people gaining formal functional skills qualifications (3 Maths and 6 English)
- 861 attendances at SKILD sessions



## The Bridging Project

"I have learnt new skills and gained confidence since going. I really enjoy it"



A painting by a young person showing the things most important to them.

The **Bridging Project** is a **weekly youth club** session for **young people** in school years 7-13 who have **Special Educational Needs & Disabilities** or those who **find socialising within their peer group challenging**. It provides these young people with a **safe space to meet peers** facing similar challenges. Participants and staff work together to create a **planned programme of developmental activities** which enhance **skills for independence**, enable young people to have new experiences as well as developing **new friendships**. The staff team have been supported by 3 trained peer leaders who to build **trusting relationships** with the project participants, enabling many to **confidently transition to other projects with S4S**. We are fortunate to have a regular adult volunteer supporting this project who brings a range of practical skills and experiences.

This year, the group have enjoyed a **range of cooking activities**, including an **outdoor cooking workshop** with Wilton Juniors as part of the **Edible Ebble Project**. Young People have **enhanced their creativity** and **improved their practical woodwork skills** through making various items such as blockheads, mobile phone holders, clocks and hedgehog houses. Those who wanted to have been trained in the use of the jigsaw and drill as well as using hand saws. There has been lots of opportunity for **walks and outdoor sports and games**. The group have also been **swimming at Tisbury Outdoor Pool** and visited **Hindon Fellowship Club** to play **skittles**. There has been plenty of opportunity for **socialising** and **making new friends** as well **developing skills for life**.

- 45 sessions of targeted youth club sessions for young people aged 11-18 with additional needs delivered with a total of 466 attendances
- 25 young people with additional needs benefitting from targeted youth work sessions
- 72% of Bridging Project participants accessed other opportunities offered by Seeds4Success
- 3 trained peer leaders supporting the project

## Bridging Project +

The Bridging Project + enables us to continue to offer support to our older young people with additional needs as well as continuing to provide them with a much-needed social opportunity. Targeted at 16 -25 year olds this provides those young people who have outgrown the Bridging Project with a **fortnightly opportunity** to continue to **meet their peers** and **develop skills for life**. Young people aged 16-18 can access both sessions to support transition from one group to the other. The programme is decided with the group and is very focused on practical tasks and activities. Sessions run from Mere Youth Centre but also utilise the space at Zeals Green Pastures



**“It has helped me build friendships and connect with people I wouldn't have if out and about”**



**“I have made new friends and learned new skills. I have more confidence since going as I used to be very shy. I really enjoy doing the Bridging Project + activities”**

Throughout the year, sessions have run on the **2<sup>nd</sup> and 4<sup>th</sup> Thursdays** of the month, with **social events** taking place when there has been a **5<sup>th</sup> Thursday** in the month. For some of the older group members, this is their **only social interaction with peers**, and it was sad to say goodbye to 2 members when their birthdays took them beyond the target age range.

The **young people design the programme** with the staff and have been keen to ensure a **range of cooking activities** as well as **practical sessions** such as **bike maintenance** and **bike riding**, and **clock making**. The group have also helped with some **jobs over at Zeals Green Pastures** including **grass cutting** and **strimming**.

With a **calm and friendly atmosphere**, these sessions are a **great place** for older young people with additional needs to **gain confidence** and **make friends**.

- 15 young people aged 15-25 with additional needs benefitting from targeted youth work opportunities to develop their independence and social skills
- 22 Face to Face youth work sessions delivered, with a total of 143 attendances recorded



## Mentoring and One-to-One Support

The mentoring programme matches a young person with an **independent adult** to meet and chat with regularly and to gain positive experiences. Those accessing the service will be at risk of, or are already Not in Education, Employment or Training (NEET). The young person may have physical or mental health issues, few friends or negative social networks, anxiety or are being bullied. They may be struggling to engage or make progress at school or need time away from their normal situation and require transport to get them to a club, class, activity or assessment.



“I feel very grateful to have had my mentor the last few years. I first started the mentoring programme at the beginning of my S4S journey when I was struggling with my anxiety and CFS and having her to talk to and meet up with helped me through a lot. It’s now amazing to be able to reflect with her how far I’ve come in the last few years, and I know having her support has helped me to get to this point.”

Our 4 mentors have continued to support **young people** to **improve** their **confidence, resilience, self-esteem, expectations, life skills, aspirations, and outlook**. The types of sessions have varied greatly. There was immediate support offered, via talk or messaging on phones, as well as face to face support sessions. Most sessions were built around planned activities such as walks in the local area and visits to local venues. These have included museums, Yeovilton, horse riding, sports, shopping, lunches, crafting, mechanic workshops, country shows, and dog walks. Support was also given to enable young people to attend assessments, interviews, and meetings,

The mentoring programme has been able to provide these activities through **Jamie’s Fund** and deliver a more positive experience with a greater impact than traditional ‘sit down and chat in a room’ mentoring.

A huge thank you to our **volunteer mentors** who continue to give their time and energy freely, and to the young people involved in the scheme for engaging so positively with the process. Recruitment of new mentors to support more young people will continue next year.

- 4 volunteer mentors supported 4 young people
- Young people benefiting from support given via messages, phone calls and face to face sessions
- Young people benefitting from over 60 hours of positive activities at local facilities and venues

## FUEL

FUEL is Wiltshire Council's response to the Government Department of Education funded **Holiday Activity and Food (HAF)** programme, which was rolled out nationally in 2021. The aim of the programme was to provide families with **children and young people** on **benefits-related free school meals**, with **healthy food** and **enrichment activities** during the **main school holiday periods**. It is **also** possible to **support children** who are Looked After (**LAC**), have an **EHCP**, are **young carers**, **refugees** or **asylum seekers** or those under Child in Need (CIN) plans.

Having previously run 10 Core Camps alongside a small number of community-based initiatives, this summer, Wiltshire Council **changed its delivery model** to be **fully community-based**. This was helpful to S4S as there was **greater flexibility** and we could run sessions **fitting around other key projects we deliver**. This is our **third summer** of running the programme and we know this is a scheme that is **very much appreciated and valued by the local families**.



We delivered **activity camps with food** for **children and young people** aged **8-13 years** during the **Easter, Summer** and **Christmas school holidays**. We **provided transport** to **enable access** to those living outside of Mere and utilised our team of **peer leaders** to **support** with the **delivery**, providing them with an opportunity to earn 'credits' or 'vouchers' as a reward for their commitment.

Generally, sessions run for **4 hours a day** from **Mere Youth Centre**, and the team of **staff and peer leaders** deliver a range of **sports, games, arts and crafts, healthy cooking and nutrition education**, making use of the recreation ground, the park, the Multi Use Games Area (MUGA) and the surrounding countryside for some **planned walks**. We also try to organise some **off-site visits and outdoor learning opportunities**. We delivered **4 sessions in April, 8 sessions in the summer holidays** and **3 sessions in December**.



During the Easter holidays we were fortunate to have **2 funded day trips to Magdalen Farm** in Somerset, where the children were engaged in a range of **outdoor activities including tree planting, feeding the farm animals, orienteering, low ropes, problem solving and pizza making.** At the end of the Summer, we organised a trip to **Moors Valley Country Park** where the group walked around the **play trail, enjoyed the range of adventure play equipment and had a picnic.** These 3 sessions were all **full days.**

Other off site learning opportunities included a few trips to **Summerleaze Estate** where the children were able to see and **hold newly hatched chicks, feed pigs, make dens, have a camp fire and get involved in some environmental art.**

- 15 holiday activity and food sessions delivered covering 68.5 hours of the school holidays
- 44 different 8-13 year olds, recording 306 attendances
- 100% of participants were eligible for free school meals, were looked after, had an EHCP, were refugees or were on Child Protection Plans
- 11 trained peer leaders supporting with the delivery of the FUEL programme, gaining valuable work experience and earning vouchers for their commitment
- 97% of FUEL participants of the appropriate age, have attended our monthly junior youth club sessions

“It’s stopped me from being bored in the holidays and it has meant I have not argued with my brother as much”





## LGBTQIA+ Support Group

The monthly LGBTQIA+ sessions continue to run and support young people in the South West Wiltshire area. We use the sessions to **connect** and **chat** about **current issues** surrounding the community. The young people are also able to talk about any **personal challenges**. These conversations **provide social, emotional and mental health support**. We have also delivered some online sessions which continue support the development of a small team of young leaders who are helping with the **delivery of this project**.

“The LGBTQIA Group has helped me to connect with more people like me. It’s a small, fun, safe space, where I feel comfortable talking to everyone and always feel included”



The young people involved have **grown in confidence** and they have been able to use the sessions to **gain knowledge about** various things such as **their rights in regard to discrimination** (within school or workplaces). They have also received **encouragement to set up safe spaces** within friendship groups, schools and colleges, **developed creative and cooking skills** and **learnt** some **mediative and mindful practices**.

- 7 young people engaging with support group sessions
- 11 face-to-face and 12 online sessions delivered with 60 attendances

# Support for Local Households in Need:

## Hardship Grants

We were fortunate to receive £5250 of funding from Wiltshire Community Foundation's Energy Food and Community Support Fund, who partnered with Wiltshire Council to help deliver part of the county's allocation of the Government Household Support Fund which has been funded by the UK Government.

37 households benefitting from 'hardship grants' which were either supermarket vouchers to help with food or cash payments to cover household bills or help with wider essentials

## Logs4Locals Project

Logs4Locals is a **social action project, developed by young people**, which has developed over the past 3 years. The summer 2021 **LYAS team** first started developing the project when they decided to **chop up** lots of the local **felled ash** and turn it into **logs** for people who were **struggling to heat their homes**. Subsequent **LYAS teams** have also given a day of their social action time to help keep the project going and both our **Leisure Credits** and **SKILD** teams spend a number of sessions **cutting, splitting and bagging logs to deliver to households in need**. We are fortunate that **local landowners** have **supported** this project through enabling us to **repurpose their felled wood** and **providing dry storage space** for the bagged logs.

"I have the greatest respect for the Seeds4Success team for supplying my Wife and I (both in our late 70's) with logs over the winter period particularly as we live in an old property and have a wood burner stove, thank you so much."



7 local households benefitting from free logs to help them stay warm over the winter.



"I cannot thank you enough for the bags of wood. You have saved me this winter for sure.....In all these years I've never had such low sales for my work, however having a fire in the evening is so cosy and cheerful. I can forget my woes"

## Social Action Programmes

Youth social action programmes are what Seeds4Success is best known for. They have been integral to all we do and were the initial focus of the charity's work when it was first established. Young people are our greatest asset: they helped us set up the charity to respond to local need and they continue to play a vital role in our continued growth and development. Empowering young people to take an interest in the wider community and enabling active citizenship underpins the charity's ethos.

Through our Leisure Credits Programme and Local Youth Action Scheme (LYAS), young people assist with the running of community events, enhance the local environment and assist with fundraising for the charity as well as other good causes. Our peer leaders take responsibility for supporting the delivery of junior youth work initiatives and are positive role models for our younger members. Other young people are engaged in the promoting the work of the charity and advocating for their peers in a range of meetings, supporting the development of a local youth network, attending community area board meetings and engaging with workshops focused on planning and reviewing the work of the charity.

These projects showcase the qualities and talents of the wonderful young people who live in South West Wiltshire and the impact of their work can be seen across the patch. Rights of ways have been cleared and maintained, community spaces improved, ditches cleared, and members of the public have been supported by friendly, helpful young people at a range of events. Younger members are empowered by the peer leaders and want to be the next generation earning a green hoodie. We regularly receive positive feedback from the community about the benefit of these projects and young people themselves tell us they love to make a difference and feel valued for what they do.

Social action initiatives benefit the wider community whilst enabling young people to develop a range of practical and social skills that enhance their employability and help them in their transition to adulthood. With local jobs for young people in short supply we know that young people with experience of social action are strong candidates for these roles as they arise. These projects instil a positive work ethic in young people whilst also enabling them to develop a greater understanding of the wider work of the charity and its' impact and empowering them to tell us how things can be changed and improved. Young people who embrace our social action projects develop a real sense of ownership for the charity, its development and sustainability, with some being inspired to be our youth workers or trustees of the future.

- **77 young people taking part in social action projects during the year.**
- **3783.5 hours of voluntary work carried out by young people for the benefit of the wider community through social action initiatives**
- **23 young people gaining qualifications or awards through engagement in social action projects.**



## Leisure Credits Scheme



Young people **earn** 'credits' for the work they complete they are actively involved in deciding the number of credits each team member receives. These are individual scores based on **how hard** and **how well they work**, to their own physical capabilities, also **how well they work with their peers** and **whether they complete the tasks** set out. Having said how many credits they think they deserve and, following staff consultation, the group discuss the good things and any challenges for the day with staff and agreed final individual credits scores.

'Credits' can then be redeemed by accessing **developmental reward opportunities**. This year these have included snowboarding lessons, quadbiking, ninja warrior, water park and theme park trips, and an outdoor activity residential. Some young people have saved their credits and used them to cover some of the cost of driving lessons and another has used them to pay for their CBT (Compulsory Bike Test). By enabling young people to access these opportunities through earning credits we are **removing financial barriers to participation** for those in low-income households, whilst **promoting a positive work ethic**.

'Leisure Credits' is Seeds4Success flagship social action project; it is what the charity was initially set up to deliver and it is what we are most known for. Through engaging in a range of voluntary tasks in the local community, young people are **enabled** to develop **positive attitudes to work** and gain a range of **practical and teamwork skills**.

We work in partnership with a range of local town and parish councils, Cranborne Chase AONB, Wiltshire Council Rights of Way Team, footpath groups and community organisations to identify and complete out tasks.

Throughout the year, we have delivered **work sessions** on **alternate Saturdays** as well as on most **Tuesdays** and **Thursdays** during **school holidays**.



**12** different **communities** in South West Wiltshire have **benefitted from work carried out by young people** engaged in 'leisure credits' this year

"X loves coming to Leisure Credits, and it's made such a positive impact on how he sees himself and how he deals with new challenges"

Parent

During this year, young people have **cleared and improved footpaths and bridleways** by cutting back overgrown branches and scrub, installing drainage, replacing steps, edging and resurfacing. They have **cleared winterbournes to reduce the risk of flooding, weeded a local play area** and **cleared** dead leaves and grass cuttings from **community spaces**. They have **planted** a large number of **trees** and then returned to mulch around them to assist their growth. Young people have **developed** a range of **practical skills** and have learnt how to use tools safely. They have also taken part in a hedgelaying workshop. The group have made a huge contribution to the Logs4Locals project, cutting chopping and bagging logs to give out to families in need of free firewood to heat their homes during the winter. Through partnership working with the Chalke and Chase Programme, young people had the chance to take part in a camping residential as part of the Edible Ebble Project. They helped clear ragwort from a local right of way before gathering edible plants and flowers which they used in making their evening meal.

Young people also supported a number of community events this year, helping with setting up and running stalls, supervising road closures, assisting with car parking and serving refreshments. These events also provide an opportunity for young people to raise money for Seeds4Success by selling items, whilst enabling them to develop communication and customer service skills and raise the profile of local young people and promote the good work of the charity.

**“It’s helped me learn new skills and meet new people and has in general been a great experience”**

**“You get to earn trips that are too expensive to do otherwise”**

**“We wanted to say that the Winterbourne in front of us is running away really well thanks to your efforts and the group of youngsters”**

*Feedback from local resident to Chilmark PC*



- **50 days of practical conservation work or support to community events carried out by local young people.**
- **61 different young people engaged with Leisure Credits work sessions contributing 2897 hours of community volunteering**
- **11 young people gaining ASDAN Environmental & Conservation Awards**

## Local Youth Action Scheme

**Local Youth Action Scheme (LYAS)** is Seeds4Success's adaptation of the National Citizen Service (NCS), initially **designed** and **developed** by **young leaders** for the summer of 2019, who were keen to ensure the positive outcomes and experiences of NCS were more accessible to their peers. In recent years, this programme has adapted to reflect the changing needs of young people post Covid, and we have been flexible with our approach to the programme enabling young people to access some elements of the programme without the need to complete each session. Initially targeted at young people in school years 11 and 12 who had just completed their GCSE's, we also offer this opportunity to young people we are supporting through our SKILD programme if we feel they would benefit.

The main programme consists of team building activities, training and accreditation opportunities, planning and the running of a small local action project. Those engaging positively in all aspects of the programme are then able to attend the adventure activity residential in Pembrokeshire, where they are supported by their team to challenge themselves and step out of their comfort zone.



For their **social action** this year, the LYAS team decided they wanted to **help several different causes**. They were keen to help with fundraising for Seeds4Success generally and wanted to **support the Wilton and District Thursday club** by **providing tea and cakes** and **playing games** and **running a bingo for them**. The group asked local businesses and shops for donations of prizes and cooking ingredients to keep costs to a minimum.

The team also **made some wooden items** and **organised stalls to raise funds** at **Tisbury Carnival Fete** and spent a day helping with the ongoing **Logs4Locals** project.

“As part of our social action we went to help with the lunch club in Wilton. I was really nervous before as I don't like talking to people I don't know. It actually wasn't that bad, and it helped me with my communication skills and confidence with speaking to others.”

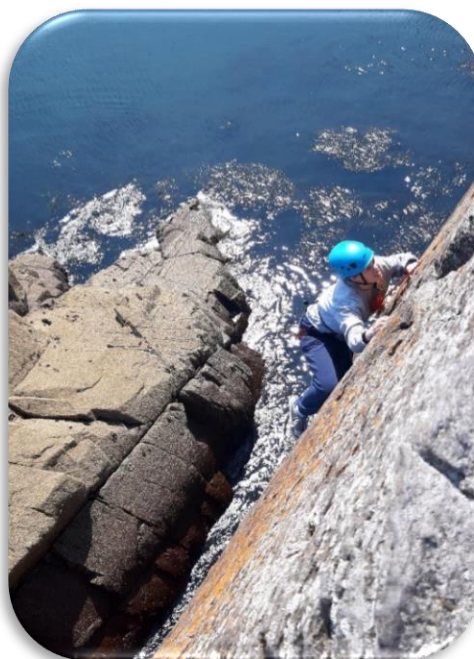


On their residential in Pembrokeshire, young people took part in a range of outdoor activities including **canoeing, climbing, abseiling, surfing** and **coasteering**. As a team, they provided great support to each other and really encouraged their peers to **face their fears** and **challenge themselves**.



“Doing LYAS helped me face my fear of the sea and build confidence in talking to people”

- 6 young people completed ASDAN Leadership Awards
- gained 8 young people HSE Emergency First Aid Qualifications
- 7 young people achieved a level 2 award in Food Safety in Catering



“I had to take my daughter out of mainstream school due to bullying! She is also autistic. She was really withdrawn and very unhappy. I struggle to home school her as I work myself. A good friend of mine mentioned Seeds4Success. My child started with them and her life has been turned around. The staff are absolutely amazing, and she’s made new friends. She’s also been on trips to Wales and really come out of herself. I can’t thank Seeds enough. The staff are very easy to talk to and go out of their way to help us. We as a family are so grateful for what they have done for my child. I would recommend them to anyone”

## Peer Leaders

Our **Peer and Young Leaders** are the greatest adverts for youth work we have. They are a **massive resource of energy and enthusiasm** and **contribute significantly** to the **development and delivery** of a range of youth work initiatives within Seeds4Success. In return for their time and commitment in the support of our youth work delivery, young people gain **valuable experience** and those who are regularly volunteering have the opportunity to help with the FUEL programme where they are able to earn 'credit' or 'vouchers' in recognition of their contribution to that scheme. Membership of our peer leader team changes as young people gain paid employment, move on to further education and life just gets busier for them. There are always other younger members keen to be trained and take on the additional responsibility. Those remaining once they turn 18 are DBS checked and become young leaders with some progressing into paid roles within S4S.



- 21 trained peer leaders supporting the delivery of junior youth clubs, the Bridging Project, FUEL, Health and Wellbeing and our LGBTQ+ project.
- 6 young leaders completing safeguarding and boundaries training.
- 529.5 hours of volunteering carried out by peer leaders in support of youth work delivery.

Our team of **Peer leaders** are primarily **responsible** for the **planning and delivery** of the **monthly junior youth club in Mere**, however, there are also those who provide **significant peer support** at **other youth work sessions**. The **Bridging Project**, **open access** sessions in **Wilton and Mere**, the **LYAS programme** and the **LGBTQIA+ group** have benefitted from regular peer leaders and young leaders have helped by providing an additional trained adult when necessary.

Peer Leaders **engage** in a **training session** which covers **safeguarding** and **boundaries**, to ensure they are aware of the **expectations** of their role and how to respond in different scenarios.

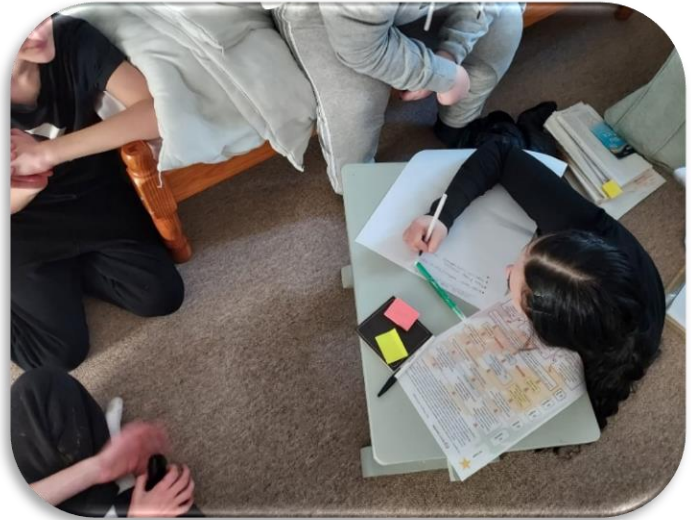
“Peer Leading is a great project to help young people gain experience with working with younger people and overseeing activities and younger people’s safety. It has given me the skills to plan a successful session and what it takes to keep those activities from going wrong. Peer leading has helped me a lot with confidence. When I first started, I was nervous and I did not feel like the children would listen but it has helped me see my voice can be heard if I use it right”



# Youth Voice

## Review and Evaluation weekend

An **annual review, evaluation and planning** event, where **young people, staff and trustees** can **discuss** the **work of the charity**, its **impact** and how things can be changed, is an **important** part of the calendar for the charity. We were fortunate this year to be able to offer this as a residential experience at **Magdalen Farm in Somerset**. This meant the group could also engage in some team building activities and experience the farm, whilst having dedicated sessions to focus on the work of the charity.



The group spent time reviewing our Theory of Change, discussing the different projects and how they benefited young people. They reflected on the impact the charity has had on themselves individually and learnt from peers about their experiences. Young people were also able to give feedback to staff and trustees about things they felt could be improved and make suggestions for changes to delivery.

### Examples of outcomes listed by young people:

- Improved confidence and self esteem
- Increased positive mental health
- Made friends
- Learnt new skills
- Positive leisure time activities
- Helped get a job
- Gained qualifications

**19 young people taking part in our review, evaluation and planning residential, engaging with staff, trustees and peer in discussions about the charity, its impact, reviewing our Theory of Change and making plans for future delivery**

### Examples of the impact of S4S listed by young people:

- Challenging anxieties and being positively pushed to overcome fears
- More acknowledgement and respect from the community
- Motivation and purpose to get out more
- More aware to others feelings
- Widens aspirations and gives new goals



## Zeals Green Pastures

Having taken over the lease for Zeals Green Pastures (ZGP) in October 2022, this was our first full year with responsibility for the site. **Zeals Afterschool Club (ZAC)** continue to be the **primary users** of the Pavilion: however, **Leaping Frogs Nursery** use the field for their annual sports day and **Mere Town Youth Football Club** also used the pitch and floodlight for some of their training sessions during the winter.



48 young people supporting with the development of the community garden through engagement in S4S sessions at ZGP

In April, we received a **grant** from the **National Garden Scheme** enabling us to develop a **community garden** on the site. During the year, young people engaged with a range of different S4S projects have created the garden. They have dug a **pond**, created **no dig beds** and **planted** a range of **vegetables and flowers**, **erected a fence** around it and **made a gate**, **built a compost bin** and place for putting cut grass, **planted** several **fruit trees** and **created a fire pit area with seating**. In addition to this, the various groups have helped with the **ongoing maintenance** of the garden and the wider site.



In September we hired our first **apprentice** in the role of **Property and Grounds Maintenance Operative**, with one of their main tasks being **oversight for ZGP**, the Pavilion and looking after the pitches. Following an open recruitment process, the **successful applicant** was a **young person** who had been involved in the development of the garden through our **SKILD programme** and they have been a **great asset to our team**. The **grass cutting** has been a **particular challenge** with the old machinery we were left. We are hoping that a **fundraising event** at **Fonthill House & Gardens** planned for **April 2024** will enable us to **replace this**.

# GOVERNANCE & ADMINISTRATION

Seeds4Success, initially established as a registered charity in July 2012, converted to a Charitable Incorporated Organisation (CIO) in March 2022 (reg. no. 1193737), is governed by our constitution which outlines the objectives of the charity and the powers of the trustees. The Board of Trustees oversees the management of the CIO and its assets, supported when required, by advisors from other local bodies.

The charity's main administrative base and office is Mere Youth Centre, which is rented from Mere Peace Memorial Trust (through their trustees, Mere Town Council) for a peppercorn. The location of the youth centre, on the edge of the Recreation Ground, is excellent as it provides lots of outdoor space when weather and daylight are favourable. Inside there is a main hall, where most of our youth work activities take place, a kitchen and three smaller rooms, one of which is a shared office. The office space is small but all staff with administrative functions within their role have the opportunity to work from home if this is more convenient. Sadly, the toilets in the building are not fully accessible and this is something we plan to remedy in the coming year, once a new, longer lease on the premises has been agreed.

As mentioned previously, Seeds4Success are also the leaseholders for Zeals Green Pastures, and we continue to maintain this facility and make improvements to the site creating a better resource for the charity and local young people. In order to reach young people across South West Wiltshire and to enhance our delivery, we also hire space at the WMSET Centre in Wilton, the Nadder Centre in Tisbury and Burcombe Village Hall for some of our sessions.

With the provision of transport to enable access, an essential part of our youth work offer, vehicles are a necessary resource. Seeds4Success owns and maintains two minibuses, which are also available for use by local community groups and schools for a nominal fee (to cover fuel, wear and tear), providing affordable access to transport that would not otherwise be available.

Where possible, we continue to reduce the use of paper and improve efficiency. We are continuing to use the cloud-based system SharePoint to save and back up our work and use an online data recording system, 'Upshot', to store emergency contact information for the young people and record attendance. The license for this was part funded through the Rank Foundation who enabled our initial use of this programme back in 2021. We continue to use Xero, an online accounting system to record the charity finances and use online banking for the majority of our transactions.

Seeds4Success continues to utilise the services of specialists to support specific areas of development. MJC Safety Services provide professional advice and support on Health and Safety for the Charity, and IT Champion provide technical IT support and advice.

## Trustees:

Andy Noble (Safeguarding and HR Lead)

Barbara Thomas (Treasurer)

Emily Kelly (Secretary)

Miranda Roberts

Ross Coad

Ben Williams (Chair)

David Corbin

Jon Rich (until 20/3/24)

Bear Reed (until 20/3/24)

The board of trustees have met quarterly throughout the year and in line with our constitution were re-elected or stood down from their role in March. The charity continues to welcome additional trustees or advisors who are able to bring key skills and take on identified roles. All Trustees complete safeguarding training and have current Disclosure and Barring Service (DBS) clearance.

## Staff Team:

Seeds4Success has two full time members of staff Charity Director, Jaki Farrell and Mentoring and Support Manager, Lee Cherry. Jaki, a JNC qualified youth worker, is responsible for the day to day running of the charity, the recruitment, supervision and management of staff, overseeing and managing the charity's finances, including fundraising and report writing, the designated safeguarding lead, as well as leading on youth work delivery and 1:1 support to specific young people. Lee, a qualified teacher, oversees the mentoring programme, recruiting, training and supervising the team of volunteer mentors and matching them with young people referred to the programme. He also leads on the functional skills programme, taking the role of education lead and assessor, and ensuring we can deliver accredited courses and fulfil the requirements of being a Pearsons assessment centre and a registered provider of alternative education provision.

We have a small team of part-time staff who support the day to day running of the charity, assisting with administration, finance, IT, and social media. Joanna Lowndes, is our part-time Finance and Administration Officer (8 hours a week) who is responsible for day-to-day financial transactions, updating Xero, payroll and other administrative tasks. Jordan Davies supports with IT, the development and updating of our membership database and creating publicity materials (7 hours a week). Archie Ross, once a member and peer leader, is employed as a Public Relations and Social Media Technician who has responsibility for all our posts to social media and general online publicity for the charity (5 hours a week). Tobias Bell took up the role of apprentice property and grounds maintenance operative in September 2023 and is employed to work 30 hours a week which includes one day a week with his training provider Train4All in Somerton.

Our amazing team of experienced and committed part time youth work staff continue to provide significant support to local young people through our diverse youth work projects, also helping out by covering sessions to ensure services can continue during periods of staff sickness absence, holidays and vacancies. There have been some changes in staffing and challenges presented by long term staff illness and prolonged periods of staff vacancies, but the team have worked together well to overcome these challenges.

With the Building Bridges Programme coming to an end at the end of March 2023, Ollie Lister left his role to focus on other projects he had lined up. Karen Johnson remained in post, and she has been an important part of the development of the SKILD programme, supporting young people with literacy skills whilst also still addressing many of the wider issues they face through key work support.

Ali Cundick, our lead youth worker for the Bridging Project and Bridging Project + has stepped in to cover many of the additional sessions in the school holidays, helping out with both FUEL and Leisure Credits when possible. Ali is also in the process of completing a Level 2 Youth Work qualification, through an ongoing partnership with Dorset Council and she is hoping to progress to the Level 3 course next year. In October we appointed Ron Bell to the role of Lead Youth Worker in Wilton, this post had been vacant for a year, so we were pleased to welcome him to the team. Ron has completed a minibuss assessment meaning he is able to support with transport from Wilton to Tisbury on a Monday evening. Rose Salmi, has continued in their role as Lead Youth Worker for the LGBTQ+ project, also helping to cover sessions when possible.

Donna Denham, who initially joined the team as a volunteer, before successfully being appointed as an assistant youth worker in March 2023, has taken on some additional hours and with Rob Haynes and Josh Howell, they make up the regular assistant youth work team. During the summer we were fortunate to have Seb Johnstone join us as an assistant youth worker on the FUEL programme, although sadly he had other work commitments preventing him from staying longer.



The part-time youth work staff team hours (with all roles filled) equate to 1.85 full time equivalent full-time workers. The team bring a range of personal experiences such as supporting young people with a range of additional needs, LGBTQIA+ experience, woodwork, arts and crafts, mechanics, conservation, sports as well as lots of experience of working with young people in formal and informal settings.

All staff are DBS cleared and are required to complete an induction including Safeguarding Training, which is subsequently renewed within every 3 years. Staff are encouraged and supported to access specific training opportunities in addition to inhouse training and staff meetings ensuring their skills and knowledge are current and ensuring good quality delivery of our services. Our ongoing relationship with Dorset Council means we can access JNC recognised youth work training courses and hope more of our staff chose to take up these opportunities.

## Volunteers:

We are fortunate to have a truly wonderful team of volunteers who underpin our staff team and make a significant contribution to the work of the charity.

Nigel Lloyd is a long serving and well-liked volunteer who brings lots of practical skills and a real empathy for young people with additional needs. 'Nige' has been a consistent member of the Bridging Project team throughout the year.

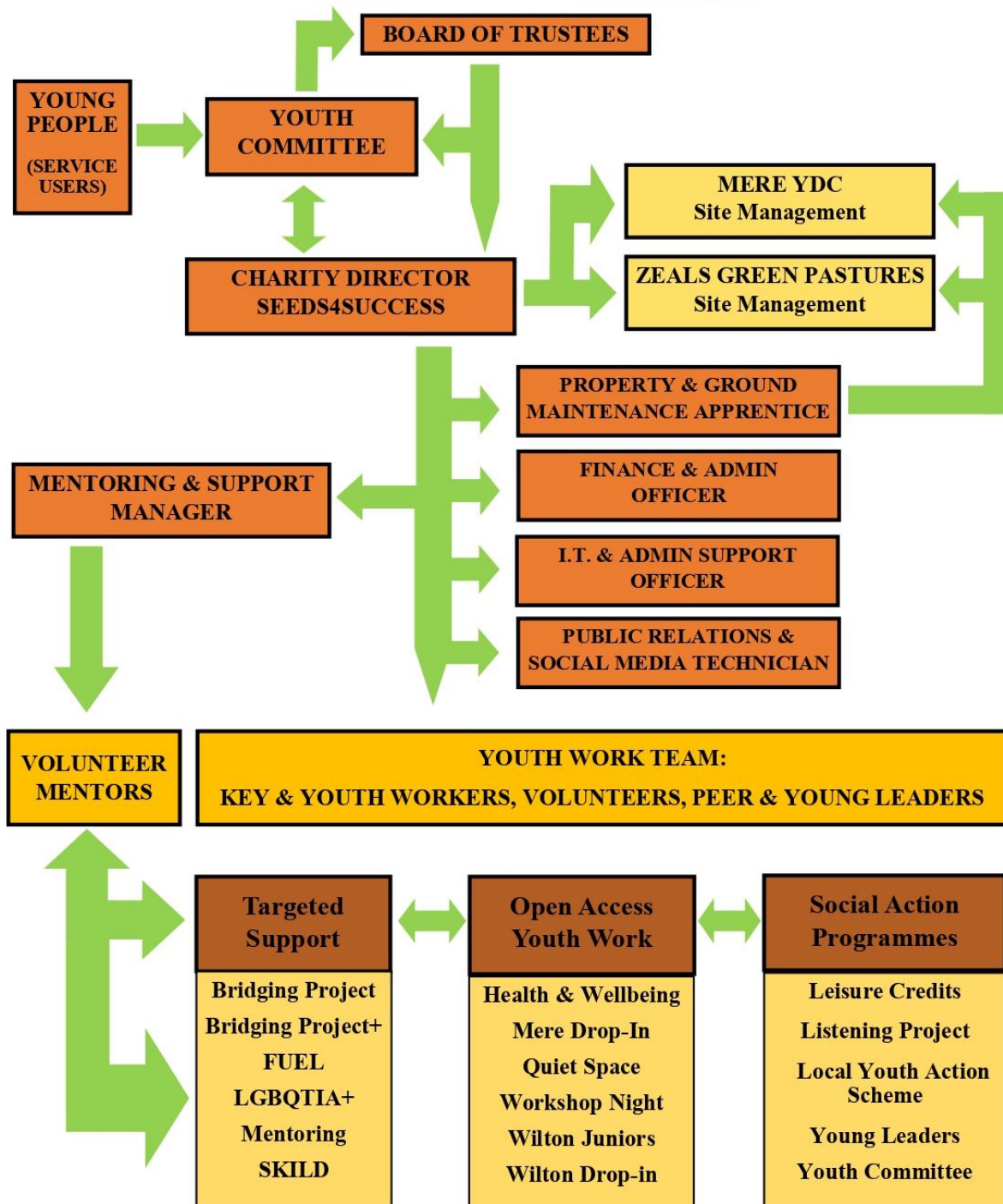
Trish Scott Bolton has been another consistent volunteer supporting with the delivery of the SKILD work experience and volunteering sessions during term time throughout the year and supporting with the delivery of Leisure Credits during the school holidays. Trish has been a huge help with the development of the community garden at Zeals, leading by example in practical tasks and motivating young people. She is a real asset to our team. In addition to the direct support to youth work sessions, Trish has been a real advocate for the charity within the local community, supporting with fundraising activities, spreading the word about our work and even delivering logs as part of the logs4locals project.

Phil Cooper, a retired Maths Teacher, joined us in October 2023 and has become a regular volunteer at our SKILD functional skills sessions. Phil brings enthusiasm for maths and has supported a number of the young people by enabling them to better understand various aspects of the curriculum, working with them in small groups or one to one as required.

Huge thanks also go out to our small but incredibly committed team of trained volunteer mentors; George Brutton, MaryAnne Mackaness, Barbara Robson and Alex Weedon. We know that mentoring is a big commitment, and we are really grateful to these individuals for the time they give up supporting this important project.

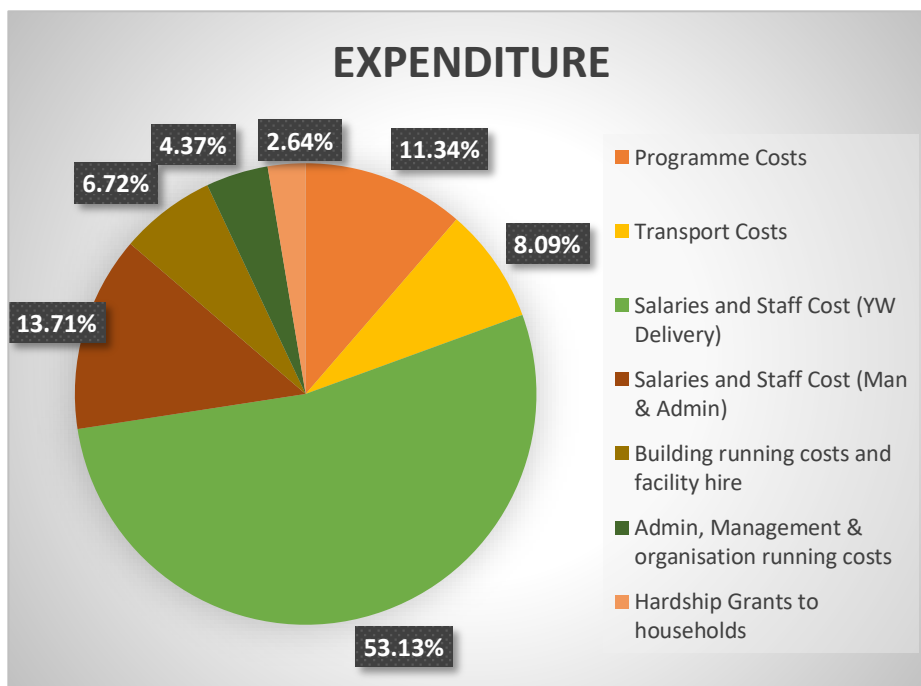
Finally, we are so incredibly grateful to our 'Friends of Seeds4Success' within the local community, who go above and beyond in support of the charity. This may be through promoting our work, supporting with fundraising activities planned by young people, organising their own fundraising event or activity or by making personal contributions to us. We pride ourselves on being an important part of the local community and the generosity and support shown to us is so heart-warming as we know this is vital to the long-term sustainability of this charity.

# ORGANISATIONAL STRUCTURE



# FUNDING

The year 2023/24 has seen the running costs for the charity increase by over £4,000 from the previous year, despite running with a number of staff vacancies, meaning expenditure was much lower than our initial projections. With inflation and living costs high, there has been an increase in what we are paying for activities, fuel and food. As a 'real living wage' employer we have faced a 10% increase in the salary costs for our lowest paid staff along with increases ranging from 3 to 7% for other staff. This, along with the appointment of a new apprentice, has seen our expenditure on salaries increase slightly this year, however this is well below expected due to the number of vacancies we have carried. We have still found recruitment of staff a challenge and are aware that despite these salary increases, we will need to raise our levels further if we are to attract new experienced staff to the team. If all our staff vacancies were filled there would have been a significant increase in expenses on salaries during the year.



The additional costs in running the Pavilion and maintaining the site at Zeals Green Pastures has led to an increase in expenditure on building running costs. Facility hire has been recorded in with building costs this year, leading to a reduction in recorded programme costs but contributing to the significant rise in building and facility related expenditure. Transport costs have remained very similar, with fuel costs staying pretty high. The actual cost of serving and maintaining vehicles has increased per visit but, with a newer vehicle, the expenditure on repairs has been less this year.

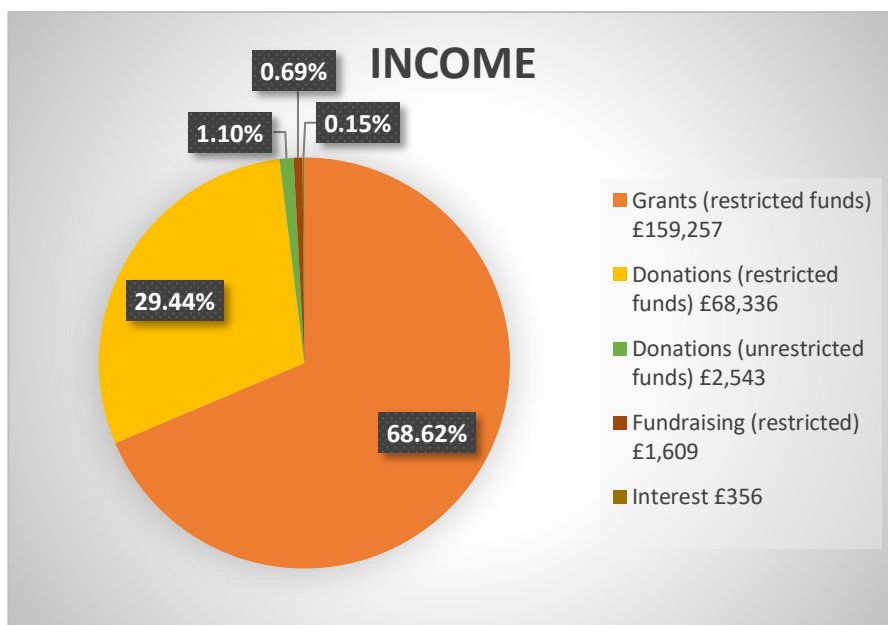
Looking forward to 24/25 we are expecting much higher expenditure with a projected budget of £291,692. This is based on all our vacancies being filled, further pay rises brought about by yet another 10% rise in the 'real living wage' and projected expenditure on some building and capital projects such as ensuring disabled access to the Pavilion at ZGP, the purchase of a new ride on mower and the long overdue upgrade of the toilets at Mere Youth Centre, all of which are essential for the charity's growth.

The charity has a reserves policy to hold between 4 and 6 months of funding in unrestricted reserves. At the end of the financial year 23/24 we held £57,970 which is within this target.



Our income received during the year 23/24 has increased significantly from 22/23, however, this is in part due to the change in grant making schedules for one of our large donors. Our £30,000 grant from the Hoare Trustees towards our core costs and youth work delivery for 24/25 was received in November 2023 accounting for 63% of our £47,674 increase in income. Being registered as a provider of alternative education provision has resulted in us receiving funding from Wiltshire Council for some individuals on the SKILD programme. This funding is variable and is only available for young people with EHCPs so cannot be relied upon long term. It has however, contributed £9,929 this financial year.

With some of our longer-term grants reaching the end of their funding cycles in the 22/23 year we knew there would be a challenge to fill these gaps. We are fortunate to operate in a community where there are so many incredibly kind and generous philanthropists, who have made significant personal donations and grants during this year with further pledges to support us next year too. This has made a significant difference to the financial picture for the charity and has enabled the Charity Director to continue delivering a significant amount of youth work, her area of expertise.



We received income totalling £227,593 through 44 different funders by means of grant or donation which is restricted for core costs or youth work delivery. These funders have ranged from local community groups making donations to thank us for our support of a community event, to larger national funders like the European Social Fund and National Lottery Community Fund, who made their final grant payment in respect of the delivery of the Building Bridges Programme. This year we have seen more income coming from smaller trusts with specific links to our area of work or the local community. We have received increased funding from Wiltshire Council through grants for our work with young people with SEND and our open access youth work programmes, through the South West Wiltshire Area Board (SWWAB), as well as additional funding coming to support work with specific individual young people through our alternative education provision. Local grant making bodies such as Wiltshire Community Foundation are vital sources of funding, and we have received a core grant to support with running costs as well as a grants from the Office of the Police and Crime Commissioner's Fund and the Energy, Food and Community Support Fund in support of specific areas of work.

We have some significant long-term funders such as the Hoare Family Trust, Wilton Middle School Education Trust and the Adrian Swire Trust whose financial contributions have underpinned many of our core and delivery costs, with other grant making bodies such as the Anton Jurgens Charitable Trust, The Leigh Trust, The Britwell Trust and the National Garden Scheme supporting us this year for the first time. We are grateful to have been awarded another Co-op community grant to support our monthly peer led junior youth club and we appreciate the generosity of the co-op members in the local community who have contributed their points to our cause. Another long-standing partner is Mere and District Link Scheme, who continue to provide funding which ensures some of the costs of transporting young people to our projects are covered each year.

Income directly from our own fundraising has reduced this year, however, we received significant donations from groups such as Wilton Community Carnival and Fonthill Park Cricket Club who have carried out fundraising activities on our behalf. We are fortunate to be one of the charities selected for an Open Day at Fonthill House and Gardens this coming year and we hope that this will raise us funding to replace our rather tired and inefficient ride on lawn mower.

Donations from local Town and Parish Councils are another important source of income and we are incredibly grateful for these. Some councils make an annual contribution that is used to support our open access youth work offer or other specific projects if they prefer, whilst others make a contribution when our leisure credits team have carried out work in their community. This funding goes towards funding the reward element of the leisure credits programme.

We have a number of local individuals who make monthly or annual payments to the charity, and these make up a growing 'Friends' network that is so vital to our future sustainability. We know there is significant competition for funds from larger national grant making trusts who do not see the hidden poverty and challenges facing rural families on low income, so the support of the local community who understand the reality is essential to our existence. The support of local trusts, councils, community groups and individuals has enabled us to grow and respond to the changing and increasing needs of local young people. We are so grateful to you all and feel so valued and appreciated by the whole of South West Wiltshire.



# ACCOUNTS

## Statement of Financial Activities for the year ended 31<sup>st</sup> March 2024

|  |                 |
|--|-----------------|
| <b>Balance Brought Forward at 01/04/23</b> | <b>£188,222</b> |
| <b>Restricted</b>                          | <b>£133,152</b> |
| <b>Unrestricted</b>                        | <b>£55,070</b>  |

| <b>Income:</b>      | <b>Unrestricted Funds</b> | <b>Restricted Funds</b> | <b>2023/24</b>  |
|---------------------|---------------------------|-------------------------|-----------------|
| Grants              |                           | £159,257                | <b>£159,257</b> |
| Donations           | £2,544                    | £68,336                 | <b>£70,880</b>  |
| Fundraising         |                           | £1,609                  | <b>£1,609</b>   |
| Interest            | £356                      |                         | <b>£356</b>     |
| <b>Total Income</b> | <b>£2,900</b>             | <b>£229,202</b>         | <b>£232,102</b> |

| <b>Expenditure:</b>                                      |                |                 | <b>2023/24</b>  |
|--|----------------|-----------------|-----------------|
| Salaries & staff costs (Youth Work delivery)             |                | £105,733        | <b>£105,733</b> |
| Salaries & staff costs (Management & Admin)              |                | £27,276         | <b>£27,276</b>  |
| Programme  |                | £22,570         | <b>£22,570</b>  |
| Transport  |                | £16,102         | <b>£16,102</b>  |
| Building & facility management costs and facility hire   |                | £13,376         | <b>£13,376</b>  |
| Management, Admin & Running Costs                        |                | £8,687          | <b>£8,687</b>   |
| <b>Total Expenditure on S4S</b>                          |                | <b>£193,744</b> | <b>£193,744</b> |
| Hardship Grants to families (funding received from WSCF) |                | £5,250          | <b>£5,250</b>   |
| <b>Balance Carried Forward to 2024/25</b>                | <b>£57,970</b> | <b>£163,360</b> | <b>£221,330</b> |

This summary uses information taken from the Annual Accounts for Seeds4Success, CIO 1193737 for the financial year ended 31 March 2024. This information may not contain sufficient detail to enable a full understanding of the financial affairs of Seeds4Success however a copy of the receipts and payments accounts for Seeds4Success for the financial year 1<sup>st</sup> April 2023 – 31<sup>st</sup> March 2024 can be requested from [chair@seeds4success.org.uk](mailto:chair@seeds4success.org.uk). Thanks go to our external auditor Lilian Russell for her time in examining and approving our accounts.



# OUR PLANS FOR THE FUTURE

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We will continue to use our three key methods of youth work delivery: Open access, targeted support and social action, to engage a range of local young people in positive developmental opportunities. We will incorporate the views and opinions of young people into our delivery and remain flexible in our approach. Our key aims for the year are:

- To work with communities where there is less access to Seeds4Success services to try and reach those young people who have not previously accessed our youth work opportunities, in particular those who are socially isolated and harder to reach.
- To continue to work closely with our growing network of local 'friends' to secure financial resources for the charity's core costs and specific youth work projects, developing mixed model of funding that creates sustainability and growth where needed.
- To enable staff to access youth work training opportunities to enhance their professional growth and, where possible, take on additional hours and responsibilities within the staff team.
- To recruit and employ new members of youth work staff to fill the vacancies we are currently carrying.
- To continue to make improvements to the Pavilion at Zeals Green Pastures, by adding disabled access and improving the Wi-Fi connectivity, with a view to increasing the usage of the building by the wider community and enabling more rental income to be generated to help cover the running costs.
- To create a 'workshop' space within one of the metal containers at ZGP, providing a more appropriate space for young people when doing woodwork and mechanics projects.
- Recruit and train more volunteer mentors, enabling a greater number of young people to benefit from this programme.
- To continue to expand opportunities for youth voice within Seeds4Success and South West Wiltshire as a whole through, engaging young people in the redevelopment of a S4S youth committee sessions and the creation of a local youth network for South West Wiltshire in partnership with the local area board.
- To continue to liaise with Mere Town Council (on behalf of Mere Peace Memorial Trust) to agree a new longer-term lease for the premises at Mere Youth Centre to enable building improvement works to take place, creating accessible toilets in the first instance.
- To investigate the financial viability of purchasing another vehicle for the charity, in particular a people carrier, rather than a minibus, which can transport up to 8 passengers without the need for a D1 licence.
- To continue to engage with and support the development of the Wiltshire Youth Partnership, alongside other key voluntary and statutory sector partners, aiming to create a strategic landscape for youth work across the county.
- To continue working in collaboration with Zeals Almshouse and the Duchy of Cornwall to establish "Seedlings", affordable supported housing for young people in Mere/Zeals.

# ACKNOWLEDGEMENTS

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The achievements of Seeds4Success in the past year would not have been possible without the support of several local partners, funders and members of the local community.

Our thanks go to the following organisations and groups who have **funded** our **core costs** and our **youth work delivery**:

Adrain Swire Charitable Trust

Anton Jurgens Charitable Trust

Barford Community Fund

Charles Hayward Charitable Foundation

Chilmark Parish Council

Co-op Community Fund

Dorset County Council (NYA training grant)

Duchy of Cornwall

Equin Ltd

Fonthill Park Cricket Club

Fonthill Gifford PCC

Hindon Flower Show

Hindon Parish Council

Hoare Trustees

Kilminster Parish Council

Lord Arundell of Wardour Trust

Magdalen Trust

Mere Carnival

Mere & District Link Scheme

Merely Women

Mere Literary Festival

Mere Town Council

National Garden Scheme

Rank Foundation (direct to Upshot)

Semley Summer Music Festival

Sedgehill & Semley Parish Council

St Martins Church, Zeals

St Michaels Church, Mere

St Nicholas Church, Silton

The Britwell Trust

The European Social Fund

The Leigh Trust

The National Lottery Community Fund

Tisbury Parish Council

Train4All

Wessex Wine Society

Wilton Carnival

Wilton Middle School Education Trust

Wiltshire Community Foundation

Wiltshire Council

A huge thank you must also go to the **numerous individuals** who have made **personal donations** or have organised and delivered fundraising activities to support our work – these contributions have been significant in enabling the charity to continue its work throughout this year and beyond.

There are some **key partners** in our work, who enable our delivery or provide kind support to the charity and their contribution is greatly appreciated and valued:

- Cranbourne Chase AONB
- Fonthill Abbey Estate
- Gillingham School
- Magdalen Farm
- Mere Food Bank
- MJC Safety Services
- Summerleaze Gallery
- The Nadder Centre
- The Real Adventure Company
- The Rendezvous (Sherborne)
- Wiltshire Community Foundation
- Wiltshire Council Rights of Way Team
- Wiltshire Council South West Wilts AB
- Wiltshire Outdoor Learning Team
- Youth Action Wiltshire
- Zeals Garage
- Zeals Parish Council
- Zeals Afterschool Club

The final thank you goes to our **amazing** team of **peer** and **young leaders** who have provided such important support during this year. They have assisted with the delivery of junior youth club sessions, the Bridging Project, FUEL, LYAS and our LGBTQ+ group as well as engaging in consultation and planning on behalf of the charity and advocating for their peers at meetings with adult decision makers. They have helped with fundraising, publicity and have acted as positive role models at youth work sessions and within the local community:

- Anna
- Archie
- Ash
- Bria
- Charlie
- Duncan
- Erin
- Hallie
- Hayley
- Hugo
- Jack
- Leon
- Lola
- Lucy
- Mia-Louise
- Milli
- Otto
- Poppy
- Ruby
- Tobias
- Spencer





**Our Impact**

- Increased no. of vulnerable young people engaged in positive leisure time activities. Improved mental & physical health in local young people. Reduced levels of anti-social behaviour in young people
- Increased number of young people with SEND engaged in personal and social development opportunities
- Reduction in the number of local young people who are not in education employment and training (NEET)
- Enhanced confidence, mental health, skills and future aspirations in disadvantaged young people
- Young people feeling valued and respected having made a positive contribution to their local community
- Increased number of young people engaged in volunteering within the local community
- Young People empowered to take responsibility for the development of S4Sand other local youth services
- Raises the profile of young people locally

**Our Outcomes**

- Make new friends
- Improved health & wellbeing
- Enhanced practical skills
- Increased confidence
- Increased self esteem
- Positive leisure time activities
- Increased resilience
- Develop independence
- Bridge social divides
- Identify employment opportunities
- Making a difference
- Positive ambassadors
- Being Valued
- Succeed & achieve
- Identify employment opportunities
- Increased employability skills
- Ownership of S4S

**Our Activities**

- Physical activities
- Social interaction
- New Experiences
- Support additional needs
- Learning Opportunities
- Develop employability skills
- Individual Action Plans
- Community volunteering
- Delivering & developing projects
- Training and accreditation

**Our Projects**

- Drop-ins / Youth Clubs
- Healthy Living
- Junior Youth Clubs
- Quiet Space
- Workshop
- Bridging Project
- FUEL
- LGBTQ+
- Bridging Project + Keywork & Mentoring
- SKILD / Functional Skills
- Leisure Credits
- Listening Project
- Young Leaders
- Youth Committee
- Local Youth Action Scheme

**Our Approach**

- Open Access Youth Work
- Targeted Support
- Social Action Programmes

**Our Mission**

Through inclusive engagement of young people in social action and a range of positive activities, our aim is to develop confident, healthy, skilful, valued, diverse and empowered members of our local community, providing targeted supported to those facing additional barriers

**Our Inputs:**

- Resilient to change
- Responsive to local need
- Utilising assets within local community
- Caring, reliable and appropriate staff

**Barriers facing local young people:**

- Isolation
- Limited opportunities to socialise
- Restricted opportunities for independence
- Low levels of social and emotional wellbeing
- Limited local facilities, services and transport

**Our Values:**

- Safe
- Reliable
- Consistent
- Accessible
- Inclusive
- Young person centred
- Responsive

Theory of Change updated by Young People, with the support of Staff and Trustees at our Review & Evaluation weekend (March 2024)



## OUR YOUTH CHARTER

# ‘ROOT2SUCCESS’

**These are the expected behaviours and values that we have chosen to abide by and promote through our charity.**

### These are our ‘Roots2Success’.

1. Treat others how you would like to be treated with equality and fairness.
2. Respect yourself and others with dignity and pride.
3. Grow out of stereotypes, leave behind a better image and plant new perceptions.
4. Provide a welcoming and open environment for all young people.
5. Absorb our surroundings, savour our society and branch out into our communities.
6. Challenge yourself and each other to overcome obstacles.
7. Recognise your existing strengths and learn new skills.
8. Nurture our commitment, culture new ideas and spring into future.